



SCOTTISH POLICE  
**AUTHORITY**  
ÙGH DARRAS POILIS NA H-ALBA

# Corporate Parenting Plan

## 2024-2027





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## Welcome to our Plan

The Scottish Police Authority, which includes Forensic Services, is a Corporate Parent outlined in the Children and Young People Act 2014. This Act outlines the following duties for all Corporate Parents:

- Be alert to matters which, or which might, adversely affect those with experience of care
- Assess the needs of those with experience of care for the services and support you provide
- Promote the interests those with experience of care
- Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.
- Take action to help those with experience of care,
  - (a) access the opportunities you're providing and
  - (b) make use of services, and access support, available.
- Take any other action you consider appropriate to improve the way you work with those with experience of care

Alongside other Corporate Parents that form a key part of the scaffolding of support for people with experience of care, the Scottish Police Authority has responsibilities and duties to support members of this community up to the age of 26. As a loving and caring Corporate Parent, the Scottish Police Authority also recognises the lifelong commitment of being a parent and wish to offer a lifetime of support for those with experience of care.

## The Promise

In 2020, the conclusions of Scotland's Independent Care Review made a series of recommendations on how Scotland must ensure that those with experience of care are loved, safe and respected. The Promise is that Scotland will implement these recommendations in full by 2030.

The Promise therefore set welcome ambition for Scotland to better respond to the needs of children and young people with experience of care. To deliver The Promise, the Scottish Police Authority and other Corporate Parents must aspire to make improvements for those with experience of care. These improvements will be delivered through the commitments and actions outlined in this plan.



## Our Aims and Commitments

Every child and young person needs to be supported throughout their lives, especially if they come into contact with the criminal justice system. People with experience of care may require additional support to have their needs met.

The following Aims outlined in our plan are developed to support the duties outlined in the Children and Young People (Scotland) Act 2014 as they relate to the Scottish Police Authority:

- **Collaborate** with other Corporate Parents
- **Influence and oversee** change in policing
- **Inspire** our people to fulfil their role as Corporate Parents
- **Engage** with the Care Experienced community
- **Support** those who are Care Experienced to join the Authority
- **Understand and contribute** to the Care Experienced community



## Monitoring, reviewing and reporting

The Scottish Police Authority will regularly review our Corporate Parenting Plan and monitor performance. We plan to base reporting on a variety of evidence, presenting a rich picture of progress, giving a narrative of oversight and the impact of the Plan.

Monitoring performance is laid out as being a requirement in the Act and is crucial for capturing best practice and lessons learned to help the Scottish Police Authority continuously improve.

Combined with the oversight that will be provided by our Equalities and Duties Working Group, this will ensure appropriate scrutiny of the Plan and its efficacy.

At the end of this three-year Plan, the Scottish Police Authority will produce and publish a Corporate Parenting Report. This report will detail how the Scottish Police Authority has performed as a Corporate Parent and outline progress made against the actions laid out in this Plan.

We will then use any learning and feedback to update the Plan ahead of the next three-year cycle.

## Delivering Our Corporate Parenting Plan Commitments

Duty	Commitment	Action	Action Deadline	Action Owner
Be alert to matters which, or which might, adversely affect those with experience of care	Collaborate with other Corporate Parents	<ul style="list-style-type: none"> <li>Continue to attend and contribute to Who Cares? Corporate Parenting Collaborative network to learn from best practice and network with other Corporate Parents</li> <li>Advocate and promote the activities of other Corporate Parents, such as Police Scotland</li> </ul>	<b>December 2027</b>	Operational Policing Policy Lead
			<b>March 2026</b>	Operational Policing Policy Lead
Assess the needs of those with experience of care for the services and support you provide	Influence and oversee change in policing	<ul style="list-style-type: none"> <li>Report on progress made to achieving the Commitments outlined in this Plan on an annual basis</li> <li>Actions outlined in this plan will be embedded into the Authority's annual delivery plan to ensure ongoing oversight of delivery and routine quarterly reporting</li> <li>Oversee Police Scotland's approach to supporting those who are Care Experienced in custody</li> <li>Oversee and support Police Scotland's work as a corporate parent through annual reporting to Policing Performance Committee</li> <li>Support member oversight to hold Police Scotland to account when introducing new procedures to ensure care experience is given due consideration</li> </ul>	<b>December 2027</b>	Head of Change and Operational Scrutiny
			<b>June 2025</b>	Head of Strategic Business Management
			<b>June 2027</b>	Head of Change and Operational Scrutiny
			<b>December 2027</b>	Head of Change and Operational Scrutiny
			<b>October 2025</b>	Head of Strategic Business Management

Duty	Commitment	Action	Action Deadline	Action Owner
Promote the interests those with experience of care	Inspire our people to fulfil their role as Corporate Parents	<ul style="list-style-type: none"> <li>Establish an organisation-wide Corporate Parenting Network of Champions</li> <li>Promote the option for opt-in Salary Sacrifice Schemes for charities supporting the Care Experienced community</li> <li>Develop bespoke training for Independent Custody Visitors on Corporate Parenting</li> <li>Training on care experience for SPA staff provided by Each and Every Child, and training for Senior Management (SPA Forensic Services) provided by Who Cares? Scotland</li> <li>Work with The Promise Scotland to understand how the Scottish Police Authority, Police Scotland and the wider criminal justice sector can contribute to Keeping the Promise.</li> </ul>	<p><b>December 2025</b></p> <p><b>March 2026</b></p> <p><b>March 2026</b></p> <p><b>October 2025</b></p> <p><b>December 2027</b></p>	<p>Operational Policing Policy Lead</p> <p>Workforce Governance Lead</p> <p>ICVS National Manager</p> <p>Operational Policing Policy Lead/SPA Forensic Services</p> <p>Head of Change and Operational Scrutiny</p>
Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.	Engage with the Care Experienced community	<ul style="list-style-type: none"> <li>In an oversight role, and through service back arrangements, engage with Police Scotland around positive action to recruit those who are Care Experienced as police officers and staff.</li> <li>To develop a plan to deliver regular, interactive engagement sessions with the Care Experienced community to build relationships and to increase understanding of the role of the Scottish Police Authority, sharing information about key functions of the Scottish Police Authority (e.g. SPA Forensic Services)</li> </ul>	<p><b>December 2027</b></p> <p><b>December 2026</b></p>	<p>Head of Workforce Governance</p> <p>SPA Forensic Services/ Operational Policing Policy Lead</p>

Duty	Commitment	Action	Action Deadline	Action Owner
Take action to help those with experience of care, (a) access the opportunities you're providing and (b) make use of services, and access support, available.	<b>Support</b> those who are Care Experienced to join the Scottish Police Authority	<ul style="list-style-type: none"> <li>Promote Modern Apprenticeship Programmes and opportunities to those with experience of care (without an age limit).</li> </ul>	<b>June 2026</b>	Head of Strategic Business Management
Take any other action you consider appropriate to improve the way you work with those with experience of care	<b>Understand and contribute</b> to the Care Experienced community	<ul style="list-style-type: none"> <li>Promote mentorship opportunities for staff through MCR Pathways Programme</li> <li>Embed and treat care experience as if it were a protected characteristic, ensuring implications of decisions, projects and policies adequately assess the impact on the Care Experienced community</li> </ul>	<b>October 2025</b>  <b>December 2025</b>	Operational Policing Policy Lead  Operational Policing Policy Lead

